

**SCPD EMPLOYMENT FIRST
SEPTEMBER 13, 2016
SMYRNA REST AREA CONFERENCE ROOM, SMYRNA**

Present: Dan Madrid, Chair, DVI; Marissa Catalon, Vice-Chair, DDDS; Ellen Coulston, Parent; Jana DiCosmo, DOL; Emmanuel Jenkins, DDC; Pat Maichle, DDC; Dale Matusevich, DOE; Ron Sarg, DE Commission of Veteran Affairs; Lloyd Schmitz, Council on Blind/SCPD; Cindy Sterling, ServiceSource/Ability Network of Delaware (AND); Laura Strmel, SJCS-DE; Sandy Reyes, OMB; Amber Rivard, Support Staff; and Jo Singles, Support Staff.

Guest: Dr. George Sharpley, Department of Labor (DOL); Cyrus Portal, Intern DDC

CALL TO ORDER/Introductions/Approval of July Minutes

Dan called the meeting to order at 9:35 am. Everyone introduced themselves. Jana commented that her name was misspelled in the July minutes. Ron motioned for approval of minutes. Pat seconded the motion. The July 12, 2016 minutes were approved as amended.

ADDITIONS OR DELETIONS TO THE AGENDA

Dan spoke about a US Department of Labor letter that was issued in July 2016 on Subminimum Wage Legislation certificate holders (handout). It will be included in the discussion of the path forward on the Sub-minimum Wage Legislation at the end of the meeting.

BUSINESS

Metrics and Data Sources

The Committee invited Dr. George Sharpley to provide statistics regarding the main goals and objectives of the Commission. Dan provided background information on the EFOC (Employment First Oversight Commission). He spoke about initiatives that have been reached, including EFOC goals including marketing, educational videos, and projects. There have been employment workshops, working with different agencies, restructuring workshops and discussing possible sub-minimum wage providers. There has been discussion on how to define all their success and the metrics being used to determine how successfully we have progressed in their work. The Commission has observed poverty indicators, wage indicators, and different employment indicators, but do not want to make the information complex. Dan commented that there should be a core of indicators that can refer the Commission to reliable sources.

Dr. Sharpley stated from his research that there are two basic questions to follow through: How is the population fairing and what will the Commission provide to the population?

Out of all the data provided, there are two sources of ongoing data for the disabled population. The first one is the current population survey that is provided by the Bureau of Census for the Department of Labor, and where the national rate of employment and national statistics is coming from, including employment of the people with disabilities. A main issue is that there is

60,000 households in the nation for the survey per month and Delaware has about 850 households represented, which is not enough as an indicator for the employment rate. The state is considered too small to be a reliable data source. Another data source is the American Community Survey (ACS) that comes from central data and Bureau Fact Finder data. The 2014 data showed 7,367 people interviewed for the data on the housing population. There have been broad error ranges in the surveys such as the employment rate for people with disabilities was 35.6%. However, the 97% interval range integrated that percentage to be 31.1%. Another notable issue is if it was used for tracking progress, it would be of limited use because of the data being two years old and it would need to be updated for this year.

Lloyd asked if the Social Security Administration could be a resource for data on how many individuals are becoming employed. Dr. Sharpley stated that Social Security Administration (SSA) would not make data available even if they did know how well employers are contributing. He added the people with disabilities who receive SSA benefits is a minimal number in Delaware today. Laura asked if the American Community Survey is available online. Dr. Sharpley confirmed it is available online and the Fact Finder tool can locate the survey. Someone asked if the Lead Center is managing the data base of the survey or if they are involved with the survey. Dr. Sharpley stated the Census Bureau is the group managing the data base. Pat suggested tracking back to high schoolers with disabilities that are graduating to see if they received helpful training to obtain employment and tracking that information. Laura added that would be helpful, and Department of Education would be in charge of that data. Dr. Sharpley commented the random surveys would have included those individuals. ACS or CPS will be able to include those individuals by calling them by phone or going to their homes to convince them to participate in the survey. Pat added there is an issue with the phone survey for individuals with significant disabilities such as limited cognitive abilities or limited mobility. Dr. Sharpley stated there will be issues with that but there will be people from ACS or CPS that can visit the individual and ask if they want to participate in the survey.

Dan stated the Committee is both focused on unemployment and labor force participation for the disabled population versus general population. Dr. Sharpley commented both the person with disabilities and the general population of unemployed individuals are valuable research. The unemployment rate measures the percentage of people in the labor workforce that are willing and able to actively seek employment for those who do not have a job. Employment population ratio can capture the group outside of the labor workforce exists for multiple reasons that include an individual working for a number of years then retires or individuals believing there are no jobs that fits their interests. The employment population ratio does capture only the overall population of people employed. The ratio for the employed population has different information than the unemployed population. He warned the Committee gathering information from surveys not to mix the data all together, but to focus on the important data. Dan inquired about resources from Department of Labor to provide assistance with collecting needed information. Dr. Sharpley stated the data DOL will have will be the overall data collected from firms, access to all the payroll data and jobs. However, that data cannot be divided up into demographic categories. Division of Vocational Rehabilitation (DVR) will have their own program data system and outcomes, but do not support the population as a whole. He added that he will have sources from the ACS if any questions needed to be answered about the collected employment data.

Dan suggested the Commission decide on a timeline for important information from the surveys to create a table or template for key set of indicators they want to begin tracking. Pat commented a reason about why the metrics data is becoming difficult is the overwhelming amount of different data piled together. Dale stated there is a project for students on Pathways towards a job in that area to transition over from school to finding employment. They are collecting data on students who go through DOL/DVR for placement into employment. Currently, Dale is working on how to track the data of school students that are using DVR services. Three to four years earlier, DOE had built a database surrounding the current data DVR is collecting. However, DOL and DVR have built separate databases and none of them interact with one another. Laura agrees with Cindy in that they need to focus on what data they want to collect for that population so that all databases can connect with one another. She added the point of focus should be currently on the transitioning people in employment workshops to employment with benefits.

Dan suggested continuing this discussion in a subcommittee meeting. They can reconvene with Dr. Sharpley to discuss the completed research and create a small group of metrics to keep EFOC proceeding further. Someone added they will keep in contact with Jo or Amber to reconnect with who was in the original committee and set a meeting date. Dan stated there have been discussions with the Workforce Development Board (DWDB) about combining their data with the data currently discussed in this Commission. The Commission could invite members of the Workforce Development Board and the new director Bill Potter to discuss this further. Laura commented the data source in the Commission should complement what the DWDB is currently providing towards helping business on a national level. Dan stated that he and Bill are working on drafting a bill to align the data with other businesses such as education, healthcare and labor.

EFSLMP (Employment First State Leadership Mentoring Program) Update

Dan stated he had met with the trainers in setting dates for the training, but could not find any dates before the end of the contract year. He added Jennifer White has been confirmed for October 21, 2016 and Abbey Cooper on October 28, 2016 for a one-day training session in Delaware. The contract with Abbey will end November 21, 2016. Dan suggested for the Commission to seek training in Spring, 2017. If Abbey is not under contract, the Commission can pay for her to continue providing training. Someone asked what Dan would want to achieve in the training sessions held by Abbey and Jennifer and who will be invited to attend. Dan stated they will be broadcast wide throughout all the agencies, schools, higher education and advocacy distribution networks to encourage people to attend. The two training locations are to be determined and it will depend on the size of the training rooms how many will be able to attend. Ron suggested using Levy Court to hold the event and that it would provide equipment that could be necessary and there are places nearby for a lunch break. Dan stated that he will follow-up on all suggestions.

Ellen stated for marketing purposes they should explain why people would want to attend the event. Dan commented that the event would be free and it would be focusing on supporting what the federal government is discussing with EFOC currently, what information providers are receiving, and prime opportunity to receive assistance from someone knowledgeable from other states on the subminimum wage employment into competitive employment. He added a few educators may attend the event to learn more of how they can assist with students transitioning

from school to employment. There was discussion on how to convince educators in the school systems to attend the event. Laura suggested that marketing for the event could be created by someone at the LEAD Center. Dan stated for the educators to attend the trainings, it needs to have events that educators can get involved in and they would need reminders on how they can help the students transition smoothly, and having the higher ups in education support them in IEP meetings. The Commission can invite them and market the event.

Dan stated the Commission is nearing the end of the project year and has not received updates from US DOL about their intentions in continuing the State Leadership Mentoring Program. They are possibly soliciting another round of applications in the near future. Half of the states in the country are also becoming more involved in the program through participation and monthly webinars to discuss other topics while waiting for the federal budget. He added US DOL will be discussing in the upcoming months what options the Commission can receive for another year of funding. The project does begin with a conference in January, then in October and November meetings in Washington DC where they discuss with other agencies about their priorities and goals to establish goals and priorities set for Delaware. Each month there is tracking to ensure whether they are meeting goals or not. Dan encouraged any Commission members to participate and help with the program.

Dan stated they have met most of the outcomes for the ending of 2016 funding cycle. Some of the projects for the program have taken a different path; an example was the sheltered workshops. DSAMH (Division of Substance Abuse and Mental Health) have closed their operations under Delaware Psychiatric Center (DPC) hospital. DSAMH had a miniscule amount of individuals still working with them and they were moved to DVR to find competitive employment. When they started the project, they had 25 people in the workshops and 75% transitioned out in 2015 into competitive integrative employment. This project had positive results including success stories about people with disabilities having competitive employment and benefits. The other areas of the program they are trying resolve. A workshop within the DE Industries for the Blind followed recommendations from Nancy Gurney on how to transition the workshop into a competitive business program. Since the administration for this is ending and a new one coming in, he decided to put the business out for an official RFP (Request for Proposal). In the following months, the business will be examined by the Attorney General Office because the business would be investing in state resources out into the private sector to continue as a profit or non-profit business. The RFP deadline may be official in November or December 2016. The formal partnership with the Industries for the Blind will be announced and awarded in early 2017. Pat asked if the Industry for the Blind goes into the private sector, where would that leave State agencies. Dan commented the State Use Law that was passed still will allow the State agencies to transfer the State contract over to the private sector. Instead of it being only for non-profits holding the subminimum wage certificates, it can be for both profits and non-profits when they employ 50% of people with disabilities on the state contract. A member asked if the agencies are bound to the contract of allowing 50% of the employees to be people with disabilities. Dan stated under the new State law the 50% is a minimum for product based contracts. The old law was 75%. The RFP should have a proposal that will be supportive of the EFOC population, moving in the right direction and balancing out those two things.

The other update was on the concept of social determinants of health and was not as successful. There was discussion on paper to research the connection between poverty and disability health outcomes. There was also a struggle of partnering groups together, working with Center for Disabilities Studies, another group with Nemours that was established through Public Health that EFOC had met a few times, however; their project leader left and was hired by CDC. The positive side to the work was the Workforce Development group. Dan commented that he managed to have the Director from the Workforce Development group sit down with the head of Healthy Neighborhoods (a public health initiative) discussing disability. There was discussion between Workforce Development group and the head of Healthy Neighborhoods about a possible alignment in all the state systems of resources and how to input their resources in the coming year. They were planning on discussing it further at the Strategic Planning meeting held in October 2016. Pat added that they should connect with USBLN (United States Business Leadership Network) and the Delaware BLN. The USBLN does have a technology hub to connect servers to disability home services.

Path Forward on Sub-Minimum Wage Legislation

Dan stated that he had met with Representative Heffernan regarding the passage of the Work Opportunity Tax Credit legislation that Nicole Poore had sponsored. The meeting involved some people from the Westin and ServiceSource. Representative Heffernan had commented that this is something that should be introduced in legislation. Pat commented that they can draft something up before the Elections.

OTHER BUSINESS

None

ANNOUNCEMENTS

Cindy stated that ServiceSource is announcing their Annual Dinner Awards. It will be held at the Chase Center Riverfront on November 9, 2016 in the evening.

The Life Conference will be held January 25, 2017 at the Dover Downs.

The Transition Conference will be held on December 7, 2016 at Dover Downs.

PUBLIC COMMENT

None

ADJOURNMENT

Meeting was adjourned at 11:23 am.

Respectfully submitted,

Amber Rivard

Administrative Specialist

Employment First/minutes 9-13-16